



Get Together. Get Away. **Get a Clue.**

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Dr. Clue: Solving the Puzzles of Teamwork

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Dr. Clue Central

Welcome again to the Dr. Clue Teambuilding Newsletter!

Can the summer really be over already and fall around the corner?!!

First, I'd like to thank all the folks who filled out our **summer questionnaire**. We received over a hundred responses and now have a much better idea about what people like you are looking for in your teambuilding. Thank you again! It really helps. As for the iPod Nano drawing, the prize went to Joe Whoston of Savannah, GA, who wrote:

"Are you serious, this is a mistake, I never win and it's always someone else who has everything, and doesn't even need it. Thanks everyone for making this possible; this makes my day. WOW."

The last few months have certainly flown by, as they always do during our busy summer season, but even MORE so as my fiancée Jen and I prepare for our upcoming October wedding. It should be quite an affair, with the lunchtime ceremony and evening reception bracketing an afternoon *treasure hunt* in San Francisco's Golden Gate Park for over 50 of our friends and family. Yes, when you're a treasure master (and the treasure master's wife), your guests expect nothing less from you on your wedding day. I certainly hope everyone solves all the clues or we might not have anyone at the reception!

Another significant milestone: This October will mark Dr. Clue's 12th anniversary. That's a lot of treasure hunts under the bridge!

In this month's issue, you'll beat a traffic jam with our latest icebreaker; take a trip down the yellow brick road in our feature article; and solve a tricky marriage/movie puzzle in celebration of my upcoming nuptials. Enjoy!

Dave Blum
Editor, the Dr. Clue Teambuilding Newsletter

Teambuilding Icebreaker

Traffic Jam

Set Up:

This activity is best for even-numbered groups of 10 or less. (For larger or odd-numbered groups, you can have some people "playing" and other people gathered around them in a circle, offering advice.) Create or designate a series of place markers on the ground (in the pattern listed below) upon which people can reasonably stand (e.g. paper plates, pieces of 8.5x11 paper, or a small area marked on the ground with chalk or masking tape). The key is to make the place markers big enough for one person to stand on easily, but small enough that two people have to balance carefully to both fit on the marker.

Set up your line of place markers with one space for each person, plus *one extra*. Divide the group into two even teams. Have each person stand on a place marker with the extra marker in the space between the two teams. Each team member should be facing toward the open extra space. The following diagram shows the starting placement with one team represented by numbers and the other represented by letters.

Start: [1] [2] [3] [4] [Open] [A] [B] [C] [D]

Process:

The goal is to have the two teams exchange places and end up in the same order on the opposite side of the open space. The following diagram shows the starting and ending positions with arrows indicating the direction each participant should move.

Start: [1] [2] [3] [4] [Open] [A] [B] [C] [D]
-----> <-----

End: [A] [B] [C] [D] [Open] [1] [2] [3] [4]

The participants may not touch anything but the markers and each other (imagine hot lava flowing all around the markers). The only "allowed" moves are: a person can move to an empty space in front of them and a person may move around a person who is facing them into an empty space. The "forbidden" moves include any move backwards and any move which involves two people moving at once. If at any time a participant makes a "forbidden" move, or anyone steps off the markers, all participants must return to the starting position.

Additional challenges: 1) Give them a time limit. 2) Blindfold or ask certain member to close their eyes. 3) Instruct certain members to stay silent.

If they are having a particularly frustrating time, call time out and arrange their line in more of a horseshoe pattern, so they can see each other. (Do not forget to ask about this change in the debrief.)

Debrief: Who were the leaders of this activity? Who were the followers? How was it for the people on the ends, versus the middle? What kind of initial process did you come up with, and how did that change during the activity. What specific language helped you achieve your goal? How does this activity parallel the way people behave at work?

The Point: This simple activity requires a great deal of planning, risk-taking and communication. Some groups tend to take an analytical approach, planning out a process, verbally or on paper, before beginning to move. Other groups opt for a more kinesthetic approach, jumping right into their moves and countermoves in an effort to *fall into* a solution. Communication is essential, both in generating ideas as well as selecting the best course of action. And both teams must work together, with the big picture in mind, for everyone to succeed.

Dr. Clue is the premier designer of corporate teambuilding treasure hunts, worldwide. We begin with the cool museum or neighborhood of your choice, convenient to your office or conference locale. We then bring the area alive by scouting out its hidden treasures; its statues, plaques, murals, and monuments. To reach each secret location, you and your team will need to solve our challenging, Da Vinci Code-like set of puzzles, codes and ciphers. Along the trail, we'll coach you on the steps successful business teams take in working towards high-performance levels.

To read more about our hunt packages, [click here](#). To see a list of our over 85 current treasure hunt locations, including New York, London, Chicago, Paris, New Orleans, Barcelona, Denver, Geneva, Las Vegas, Madrid, Vienna and San Francisco, [click here](#).

Feature Article

The Road to Teamwork is Paved with Yellow Bricks

By Dave Blum

Nothing evokes more nostalgia than a family tradition. My fiancée's family, for example, had a tradition of making cherry cheesecake on her dad's birthday. They also had an interesting tradition of putting their holiday cards right into the Christmas tree, sort of like ornaments. In my house one of our big traditions was to make predictions on New Year's Eve...what was going to happen in the upcoming year, not only in the nation and the world but also in the family. (I recall always predicting that this would be the year my dad would get his book published and my brother, Brian, would finally get a girlfriend.) On birthdays in my house, it was traditional to get your choice of either an egg breakfast with sausage or bacon, or a lunch out at our favorite dim sum restaurant. Ah, sweet caloric memories.

Most family traditions seem to be annual in nature (birthdays, holidays, etc.), fixed to the calendar, but one of my all-time favorite traditions was relatively random in nature: the ritual watching of "The Wizard of Oz" on TV. Back in the day (before DVDs, Netflix and TiVo), you relied on the networks for your small-screen entertainment. When one of the big three (was it NBC?) deemed it time to show "The Wizard of Oz", the Blum family would cancel all other plans, gather around the boob tube and spend the next 4 hours watching Judy Garland, Bert Lahr, Ray Bolger and all those munchkins tripping down the Yellow Brick Road. Could all those repeat viewings of the The Wizard of Oz be responsible for my current career as a trainer and teambuilder? It's certainly possible, because the 1939 classic is, quite simply, the best teambuilding parable in movie history!

Think about it. Here you have your typical low-level "manager", Dorothy Gale, under the thumb of the benevolent but controlling Auntie Em. Upon request, she's transferred (in something of a whirlwind) from her comfortable-yet-boring position in the monochrome Kansas Department to the new and colorful Oz Department. It's an extravagant place, this Oz, with a very different culture from her original division. People talk differently here; they have a different dress code. Adjusting to her new surroundings will take some time and effort, and to top it all off, Dorothy is accidentally responsible for the removal of her predecessor, a certain Wicked Witch of the East. Dorothy's new colleagues seem mostly happy about the changing of the guard, but Dorothy discovers she's made a few powerful enemies as well. It doesn't take her long to decide that this over-the-rainbow place is not for her. But transferring back to Kansas isn't that easy. It seems that all applications for transfer need to be approved by Corporate, way down the road at Emerald City. So off Dorothy goes to take her request to the big boss, a certain Mr. Wizard - accompanied as always by her loyal assistant, Toto.

As Dorothy soon discovers, it's a long and twisty road to the executive offices, fraught with yellow tape at every turn. She's going to need some allies: a few like-minded colleagues who have their own requests to take up with management. So Dorothy puts together her team, a group of wildly diverse individuals with complementary talents and abilities. There's Scarecrow, a flexible, instinctive fellow - not much of a thinker, but with the stuff of greatness in him - someone you definitely want on your side. And there's Tin Man, a bit

stiff at first but full of heart when you loosen him up. And finally there's Lion, full of bluster on the outside, but deep down a real pussycat, with hidden depths of courage. Together, the team will overcome incredible odds, fighting through a forest of prickly phone-trees and bureaucratic obstacles until finally they reach the Emerald City Industrial Complex, the offices of the Wizard himself.

Like many CEOs, the Wizard hides behind a veil of wealth and power, never really showing his true face. His mouthpiece, a frightening visage full of sound and fury, insists the team must accomplish an impossible project before their requests will be approved. Dorothy and her colleagues will need to sweep away the competition and get the account of their industry's most challenging client - Wicked West Unlimited. The task is perilous; the resources minimal. But with guts and grit and the valiant efforts of Dorothy's assistant, the team accomplishes its mission, on time and under budget.

But still, the Wizard is recalcitrant. It seems he's far less powerful than he claimed, holed up in his ivory tower, clinging to his position with smoke and mirrors. In the end, the team realizes that placing all their hopes in management was a mistake. Rather, getting their needs met was only going to be accomplished through their own efforts and resolve. Scarecrow, Tin Man and Lion all leave to found the start-up of Brain, Heart & Courage, depending only on their own innate abilities. And Dorothy, well, she pulls a few strings, draws on her own social capital, and manifests a transfer back to her old department. But with all the experience she's gained from the journey, things are different in Kansas. Now Dorothy's the boss - and Auntie Em had better watch her back.

At least that's how I remember it, back at the Blum household. There's no place like home.

Oz lessons for team leaders:

- 1) Put together as diverse a team as possible.
- 2) Encourage greatness in colleagues.
- 3) Keep moving, even when you'd rather stop and smell the poppies.
- 4) Trust your teams' special abilities; even your most entry-level employee may be able to turn a witch into a puddle of water if given the opportunity
- 5) Be careful of burning bridges (or dropping houses); you can make powerful enemies.
- 6) Consider the resources at your disposal; you may just be able to work around management.

**What does a teambuilding treasure hunt look, feel and sound like?
Watch our [2-minute video](#) to find out.**

Puzzle

The answer to last issue's puzzle was "T-R-U-S-T".

DR. CLUE HONOR ROLL

The lucky winners of the drawing – with the correct answer – were:

♥ P.J. Hogan directed this Australian 1994 comedy/drama about a loner with a love of ABBA's music.	' 62 55 27
♥ Jane Austen's novel gets a Bollywood treatment in this 2004 musical from Gurinder Chadha.	29 44 5
♥ Cary Grant is a French officer in love with American Ann Sheridan during WWII. He tries to emigrate to the US, with humorous results. 1949.	57 53 56 40
♥ Rob Reiner directed this 1987 bent fairy tale of Buttercup, the Dread Pirate Roberts, Vizzini and Fezzik and Inigo Montoya. "You killed my father. Prepare to die".	1 21
♥ Cary Grant is a reporter, following social climber Ginger Rogers across Europe, in search of Nazis. 1942.	14 42 45
♥ Mira Nair helmed this 2001 tale of a stressed father, a bride-to-be with a secret, and a smitten event planner, all preparing for an arranged marriage in India.	31 59 17
♥ A woman's long-time friend says he's engaged, she realizes she loves him herself... and sets out to get him, with only days before the ceremony. Julia Roberts stars. 1997.	18 20 47
♥ An undercover FBI agent falls in love with a recently widowed mafia wife (Michelle Pfeiffer) seeking to start her life over after her husband's murder. 1988.	36 24 50

Once you provide the movie titles, put the letters into the blanks below to obtain a quote from a member of a lovely and lethal movie team. Give us the quote and name the movie.

“ ’
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19
20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41
42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63
”

As always, we'll put the names of all clue solvers in a hat and draw three for a choice of [Dr. Clue-brand items](#) (hats, shirts, and Etch-a-sketches)! Email your answers to drclue@drclue.com to take part in the drawing. Our three winners will appear in next issue's Dr. Clue Honor Roll.

Wondering how a typical treasure hunt CLUE works? We've got TWO sample clues up on our website! [Click here](#) to give them a try.

Dr. Clue's News

It's been a wild and wonderful quarter. Here are some hunt highlights:

USA

--**Northeast:** Spadac and ExxonMobil in Old Town, Alexandria; Thales at the Smithsonian National Air and Space Museum; Family Services Association at the Franklin Institute in Philadelphia; Verizon in Morristown, NJ; ContextWeb at Wall Street, NYC; Stat Oil in Greenwich Village, NYC; NovoNordisk in Princeton, NJ.

--**South:** Varian at the North Carolina Museum of Natural Sciences in Raleigh.

--**Midwest:** Pleasantdale School District in the Chicago Loop; Whitewave at the Denver Museum of Nature and Science; Pepper Construction at the Columbus COSI Museum.

--**Southern California:** Borm at Laguna Beach.

--**Northern California:** McDermott Will & Emery in Half Moon Bay; Wells Fargo in North Beach, SF; Gilead in Golden Gate Park, SF; Roche at Stanford University; Kaiser at Six Flags Discovery Kingdom; Cisco in Downtown San Jose.

- Our ["set" hunt offerings](#) rose to **87 locations worldwide** this year, with the addition of four exciting new hunts:
 - [Raleigh, NC--Downtown](#)
 - [Raleigh, NC—Museum of Natural Sciences](#)
 - [Half-moon Bay, CA](#)
 - [Morristown, NJ](#)

[Our clients](#), from Oracle to Yahoo, PriceWaterhouseCoopers, Apple, and Wells Fargo, agree that Dr. Clue is cutting-edge teambuilding with a twist.

"If you liked The DaVinci Code, this would be the teambuilding for you!"
-Lincoln Smith, Siebel Systems

"For my money, David Blum, the hunt designer/facilitator, is the best in the country at combining the intrigue of a treasure hunt with the team development needs of our clients."
-Pete Grazier, President, Teambuilding Inc.

Reader Contributions

Please let us know how we can improve this newsletter!! We welcome puzzles, icebreakers, real-life teambuilding success stories—anything you'd like to contribute.

Dr. Clue's **E-BOOK**, "**Solving the Puzzles of Teamwork**," is available for download...and it's free! A compilation of past newsletter articles, it offers great essays about teamwork, roles & relationships, communication, motivation, leadership, and much more. Download it right to your screen by [clicking here](#) and choosing the e-book option. Enjoy!

**And remember: If you liked this newsletter, please forward it to a friend or a colleague.
Information is meant to be shared!**

Watch for the next edition of the Dr. Clue Teambuilding Newsletter in December 2007.

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